DEPARTMENT OF THE NAVY



NORFOLK NAVAL SHIPYARD PORTSMOUTH, VIRGINIA 23709-5000

5720 Ser 100/516 - 9 NOV 2017

Mr. Marty Dixon 300 S. Monterey Drive Chesapeake, Virginia 23320

Mr. Dixon:

This letter responds to your Freedom of Information Act (FOIA) request case number DON-NAVY-2018-000653. You are seeking a copy of "documents concerning the solicitation of interest for the position of Supervisory Training Instructor GS-1712-13,739199C926 documents including; grading criteria sheets, interview questions, and scoring sheet."

This office received responsive documents pertaining to your request for review and release. Your request was carefully considered under applicable portions of FOIA (5 U.S.C. 552), as amended (implemented by Department of the Navy Directive SECNAVINST 5720.42F).

This review indicated a requirement to redact certain information. Redactions have been indicated by placing the exemption code in place of the redacted material. The specific exemption used for the redactions indicated in the report is as follows:

5 U.S.C. 552 (b) (6): Information that, if disclosed, would result in a clearly unwarranted invasion of personal privacy; specifically, names and phone numbers.

In view of the above, you may consider this to be an adverse determination that may be appealed. Since you have created an account in FOIA ONLINE, you may submit an appeal directly within the web-based system. To do this, you would log in to your account, retrieve your original request, and then click on the "Create Appeal" tab in the left-hand column. The basic information from your request will be duplicated for you, and then you can type in the basis of your appeal. If you prefer to use regular mail, you may submit an appeal to:

The Department of the Navy
Office of the General Counsel (ATTN: FOIA APPEALS)
1000 Navy Pentagon, Room 5A532
Washington, DC 20350-1000

Your appeal, if any, must be postmarked within 90 calendar days from the date of this letter and should include a copy of your initial request, a copy of this letter, and a statement indicating why you believe your appeal should be granted.

For any further assistance and to discuss any aspect of your request, you have the right to contact the Department of the Navy FOIA Public Liaison, Mr. Christopher Julka, at Christopher.A.Julka@navy.mil or (703) 697-0031. Additionally, you have the right to contact the Office of Government Information Services (OGIS) to inquire about the FOIA mediation services they offer. The contact information for OGIS is: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-01, e-mail at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

Please contact my Counsel, Ms. M. K. DeMane at (757)396-8625, or by email mary.k.demane@navy.mil should you have questions concerning the status of your request.

Sincerely,

S. M. BROWN

Commander

Norfolk Naval Shipyard

All Exemptions below is

Interviewer: Exempt Under 5 U.S.C. 552 (b) (6)

All Exemptions below is Interviewee: Exempt Under 5 U.S.C. 552 (b) (6)

C926/GS13 Weld School Director Interview Questions

- 1) Please tell us about yourself, your history and your supervisory experience.
- **No points awarded for this question consider the interviewee's response in determining overall DGP, professional appearance and manner, oral communication clarity and professionalism.

2) What qualities do you believe a successful manager should have?							
(4)	3	2	1	0			

- 4 pts interviewee effectively describes the qualities of great manager (to them) and is able to do so with great detail or with an example of person that exemplifies these qualities.
- 3 pts interviewee describes the qualities but does expound on the nature of these qualities
- 2 pts interviewee describes the qualities with minimum effectiveness.
- 1 pt interviewee is ineffective in describing the qualities.
- 0 pt interviewee cannot answer the question.
- 3) Please describe a specific large project you ran <u>as the project lead</u>, the process that was used and the results (i.e. on time delivery, positive participant feedback, ROI, etc).

4 3 2 1 0

- 4 pts interviewee effectively describes the process using formal process terminology and is able to do so with great detail. (i.e. describes POA&M, DMAIC, PDCA, etc).
- 3 pts interviewee effectively describes the processes but does not do so using formal process terminology.
- 2 pts interviewee describes the process with minimum effectiveness.
- 1 pt interviewee is ineffective in describing the process.
- 0 pt interviewee cannot answer the question or has never lead a major project.
- 4) Describe a problem that is currently facing our workforce on the waterfront and how the weld school can be utilized to correct this area of deficiency.

4 3 2 1 0

- 4 pts interviewee effectively describes the problem using formal process terminology, understands the boundaries and philosophy of the weld school (proficiency over qualification) and is able to do so with great detail. (i.e. describes problem, source of requirement, function of weld school in correction, etc).
- 3 pts interviewee effectively describes the problem but does not do so using formal process terminology. interviewee describes informally how weld school could be used to correct.
- 2 pts interviewee describes the problem with minimum effectiveness.

 $1 \, \mathrm{pt-interviewee}$ is ineffective in describing the problem or cannot describe how the weld school could be utilized to correct.

0 pt – interviewee cannot answer the question.

5) Please describe a situation as a supervisor when you had to manage a difficult team. How did you manage that team member and the situation?

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4 pts – interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team.

3 pts – interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior.

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1 pt – interviewee is ineffective in describing the difficult interaction.

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6) This position requires managing multiple demand challenges from multiple senior leaders. Describe your capability for managing under this construct and describe a specific situation as a supervisor where you have been successful at doing this.

4 3 (2) 1 0

4 pts — interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

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1 pt – interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

0 pts – interviewee really cannot or does not answer the question directly.

7) Please tell us what your strengths are and how you apply them in your work.

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4 pts – interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.

3 pts – interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion.

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1 pt – interviewee does not describe strengths with any detail.

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improvement, what will I learn?

8) If I were to contact your last supervisor and ask which area of your work needs the most

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4	(3)	2	1	0		

4 pts – interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding.

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9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical action plan to execute and what were the results?

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4 pts – interviewee is very able to describe both organizational strategic vision/goal and tactical action plan with great detail and describe their process and results with clarity including clear results.

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1 pt – interviewee describes both organizational strategic vision/goal and tactical action plan with little or no detail and provides little results.

0 pts - interviewee does not or cannot answer the question.

10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9.

No points awarded for this question

Final Score: 25

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First time.

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Interviewer: (b) (6)		Interviewee:	(b) (6)	
<u>C926/GS1</u>	3 Weld School Dir	ector Interview Q	<u>uestions</u>	
1) Please tell us about yourself, you	ur history and you	r supervisory expe	rience.	
**No points awarded for this quest	ion – consider the	interviewee's res	ponse in determining overa	all
DGP, professional appearance and	manner, oral com	munication clarity	and professionalism.	
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results (i.e. on time delivery, positive	e participant feed	lback, ROI, etc).		
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3 pts – interviewee effectively desc	ribes the processe	es but does not do	so using formal process	
terminology.				
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1 pt – interviewee is ineffective in c				
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			tarfront and how the wold	cchool
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can be utilized to correct this area				
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4 pts – interviewee effectively desc	Tines the bronien	i danig tormai pro	cess terrimology, andersta	

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- Aslew charitying questions - good - confisher - Few deterile -18 drs ~ 29 - set job Brisigh (b) (6) - 1766ur furchis - WE LZYrd - Cro down the home & - MUC/NW e 3 e cula. - Sometimes you have to call for help. - Supu. (b)(6)- Dight aremos question - Full time - NUC (2015) about working in multiple - Develop trang plan /endeers - leaderhis = Exculled leader = - Communications (B1/1) - considert - muter - mentor à mertres - wall will will others - don't mind bearing - Plan's execute B- new mill grain, prog - Hull out trong plan - a libble abrusine "I Speak my mind" - Esewhe 22 Hull cuts - By name welder well - "I have no filter" on each hall wh - worked w) projects to make - Team Played ene exe cipien colly public 19 holl who (3.2010 reject rester - Some crimes as Holl who - wand ortherest and insopreof - welder profucioncy - Planing, executing, etc. - Graving more are time For wilder mocus whit doorweller - consider me to the position went - processional development blew of heterocked preb -Plan. 3 - I'm the peace maker - talk or up on I on I 12112/. - mitigate at lower + level possible

Interviewer:	(b) (6)		<u>Interviewee:</u>	(b) (6)	-
	<u>C926/GS</u>	13 Weld School D	irector Interview Q	uestions	
1) Please tell us	about yourself, yo	our history and yo	ur supervisory expe	rience.	
**No points awa	rded for this ques	tion – consider th	e interviewee's res	ponse in determining ove	erall
DGP, professiona	l appearance and	manner, oral con	nmunication clarity	and professionalism.	
2) What qualities	do you believe a	successful manag	er should have?		
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- '	e a specific large p ne delivery, positi			ne process that was used	and the
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terminology. interviewee describes informally how weld school could be used to correct.

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- 10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9.
- **No points awarded for this question**

Final Score:	1	-	
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NOTES:

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Interviewer:	(b) (6)		Interviewee:	(b) (6)	
	<u>C926/GS1</u>	3 Weld School D	irector Interview C	<u>uestions</u>	
1) Please tell us	about yourself, you	ur history and you	ur supervisory exp	erience.	
				sponse in determining overa	Н
•				and professionalism.	
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•	ee is ineffective in d		alities.		
0 pt – interview	ee cannot answer th	ne question.			
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so with great de	tail. (i.e. describes l	POA&M, DMAIC,	PDCA, etc).		
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can be utilized t	o correct this area	of deficiency.	т		
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4 pts – interviev	wee effectively desc	cribes the proble	m using formal pro	cess terminology, understar	ias the
boundaries and	philosophy of the v	weld school (prof	iciency over qualif	ication) and is able to do so	with
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	Ef- attralled docu	ribes the problem	m hut does not do	so using formal process	

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4 3 2 1 0

4 pts – interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team.

3 pts – interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior.

2 pts – interviewee describes the interaction with some clarity but cannot describe a link between his response to the interaction and the resulting member behavior.

1 pt – interviewee is ineffective in describing the difficult interaction.

0 pt – interviewee cannot answer the question or has not lead a team.

6) This position requires managing multiple demand challenges from multiple senior leaders. Describe your capability for managing under this construct and describe a specific situation as a supervisor where you have been successful at doing this.

4 3 2 1) 0

4 pts – interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

3 pts – interviewee is able to describe with some detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

2 pts – interviewee is able to describe with minimal detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

1 pt – interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

0 pts – interviewee really cannot or does not answer the question directly.

7) Please tell us what your strengths are and how you apply them in your work.

4 3 2 1 0

4 pts – interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.

3 pts – interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion.

2 pts - interviewee is not really able to describes strength with clear detail and describes their supporting reason with some clarity, purpose and passion. 1 pt - interviewee does not describe strengths with any detail. 0 pts - interviewee does not or cannot answer the question. 8) If I were to contact your last supervisor and ask which area of your work needs the most improvement, what will I learn? 2 4 pts - interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding. 3 pts - interviewee describes area of improvement with somewhat clear detail and describes their supporting reason with some clarity, purpose and understanding. 2 pts – interviewee is not really able to describe area of improvement with clear detail and describes their supporting reason with some clarity, purpose and understanding. 1 pt - interviewee does not describe area of improvement with any detail and rambles or is unclear in answer. 0 pts – interviewee does not or cannot answer the question. 9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical action plan to execute and what were the results? 4 3 2 plan with great detail and describe their process and results with clarity including clear results.

4 pts – interviewee is very able to describe both organizational strategic vision/goal and tactical action

3 pts - interviewee is somewhat able to describe both organizational strategic vision/goal and tactical action plan with detail and describe their process and results with clarity including results.

2 pts - interviewee is able to describe both organizational strategic vision/goal and tactical action plan with some detail and describe their process and results with clarity.

1 pt - interviewee describes both organizational strategic vision/goal and tactical action plan with little or no detail and provides little results.

0 pts - interviewee does not or cannot answer the question.

10) is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9.

No points awarded for this question

Final Score: 10

Provided time line of responseries growth thru differing expersion

- leadership ablitions - Druck arbandinates - mo no connor no luyer to LER

- resolvedon seems - Same enmonment

(3)

- Describing positions he worked - Not a Project he lear sid not fulk about a project.

_ Described a tracking program what for trong

- mexperienced welder at w6-8, WG-10 rested

- Soy is in trus broken to enaluate & remove was 120 who court wield.

- Formulized trung so they com execute the work

midelenge maisdre focus apprentices

- in but sally Failing test

- immetere appointmen

- set them y'w mentors - 1 sit that program - wearls

to be stood back-up

- internet w) several servior marragar 2

- understand what essential needs are

"Good quition" - Structured - I follow Process?

Balical - indepthe reading of requirements

"Atrom & braw" pd op find -

B" tout question"

- stand alone for rivining my quote - "I com't encuer that question

- core competer any - putting people on dealeplate w curtural skills

- Trong plants as each work 40 me can be successful

- Not known if I am truly interested in the position

- where closs position alon

- Bandwilth - what does this position encompass

- " Set in my ways as it relates to development"

- stuy connected to apprentices

- Overall Provided very prior vadire chimers - myon gotani Bronga took answer of frail from questions

Interviewer:	(b) (6)	:	Interviewee:	- (b) (6)	
	C026/G9	13 Weld School Di	rostor Intonvious C	u ogtione	
	<u>C320/G3</u>	13 Weld School Di	rector interview C	<u>(uestions</u>	
1) Please tell us	about yourself, yo	our history and you	ır supervisory expe	erience.	
**No points awa	rded for this ques	stion – consider the	e interviewee's res	ponse in determi	ining overall
DGP, professiona	l appearance and	l manner, oral com	munication clarity	and professional	lism.
2) What qualities	do you believe a	successful manage	er should have?		
4	3	(2)	1	0]
4 pts – interview	ee effectively des	cribes the qualities	s of great manager	(to them) and is	able to do so
with great detail	or with an examp	le of person that e	exemplifies these o	Jualities.	
3 pts – interview	ee describes the o	qualities but does	expound on the na	ture of these qua	lities
2 pts – interview	ee describes the o	qualities with mini	mum effectiveness	5.	
1 pt – interviewe	e is ineffective in	describing the qua	lities.		
0 pt – interviewe	e cannot answer	the question.			
			,		
3) Please describ	e a specific large	project you ran <u>as</u>	<u>the project lead</u> , t	he process that w	as used and the
results (i.e. on tir	ne delivery, posit	ive participant fee	dback, ROI, etc).		_
(4)	3	2	1	0]
•		cribes the process		ess terminology a	nd is able to do
•	•	POA&M, DMAIC,			
3 pts – interview	ee effectively des	cribes the process	es but does not do	so using formal	process
terminology.					
		orocess with minin		•	
•		describing the pro			
0 pt – interviewe	e cannot answer	the question or ha	s never lead a maj	or project.	
4) Describe a pro	blem that is curre	ently facing our wo	orkforce on the wa	terfront and how	the weld school
can be utilized to	correct this area	of deficiency.			n
4	8	2	1	0	J
1 nts - intenziow	ee effectively des	scribes the problen	n using formal pro	cess terminology.	, understands the

4 pts – interviewee effectively describes the problem using formal process terminology, understands the boundaries and philosophy of the weld school (proficiency over qualification) and is able to do so with great detail. (i.e. describes problem, source of requirement, function of weld school in correction, etc). 3 pts – interviewee effectively describes the problem but does not do so using formal process terminology. interviewee describes informally how weld school could be used to correct. 2 pts – interviewee describes the problem with minimum effectiveness.

1 pt – interviewee is ineffective in describing the problem or cannot describe how the weld school could be utilized to correct.
0 pt – interviewee cannot answer the question.

5) Please describe a situation as a supervisor when you had to manage a difficult team. How did you manage that team member and the situation?

4 pts – interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team.

3 pts – interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior.

2 pts – interviewee describes the interaction with some clarity but cannot describe a link between his response to the interaction and the resulting member behavior.

1 pt – interviewee is ineffective in describing the difficult interaction.

0 pt – interviewee cannot answer the question or has not lead a team.

6) This position requires managing multiple demand challenges from multiple senior leaders. Describe your capability for managing under this construct and describe a specific situation as a supervisor where you have been successful at doing this.

4 3 2 1 0

4 pts – interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

3 pts – interviewee is able to describe with some detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

2 pts – interviewee is able to describe with minimal detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

1 pt — interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

0 pts - interviewee really cannot or does not answer the question directly.

7) Please tell us what your strengths are and how you apply them in your work.

4 3 2 1 0

4 pts – interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.

3 pts – interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion.

- 2 pts interviewee is not really able to describes strength with clear detail and describes their supporting reason with some clarity, purpose and passion.
- 1 pt interviewee does not describe strengths with any detail.
- 0 pts interviewee does not or cannot answer the question.
- 8) If I were to contact your last supervisor and ask which area of your work needs the most improvement, what will I learn?

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4	3		/ /Y	1 0	1
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- 4 pts interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding.
- 3 pts interviewee describes area of improvement with somewhat clear detail and describes their supporting reason with some clarity, purpose and understanding.
- 2 pts interviewee is not really able to describe area of improvement with clear detail and describes their supporting reason with some clarity, purpose and understanding.
- 1 pt interviewee does not describe area of improvement with any detail and rambles or is unclear in answer.
- 0 pts interviewee does not or cannot answer the question.
- 9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical action plan to execute and what were the results?

(4)	3	2	1	0	

- 4 pts interviewee is very able to describe both organizational strategic vision/goal and tactical action plan with great detail and describe their process and results with clarity including clear results.
- 3 pts interviewee is somewhat able to describe both organizational strategic vision/goal and tactical action plan with detail and describe their process and results with clarity including results.
- 2 pts interviewee is able to describe both organizational strategic vision/goal and tactical action plan with some detail and describe their process and results with clarity.
- 1 pt interviewee describes both organizational strategic vision/goal and tactical action plan with little or no detail and provides little results.
- 0 pts interviewee does not or cannot answer the question.
- 10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9.

No points awarded for this question

Final Score:

Interviewer:	(b) (6)		Interviewee:	(b) (6)		
	<u>C926/GS</u>	13 Weld School Dir	ector Interview (<u>Questions</u>		
 Please tell us about yourself, your history and your supervisory experience. **No points awarded for this question – consider the interviewee's response in determining overall DGP, professional appearance and manner, oral communication clarity and professionalism. 						
2) What qualities of	lo you believe a	successful manage	r should have?			
4	(ž)	2 ′	1	0		
4 pts – interviewee effectively describes the qualities of great manager (to them) and is able to do so with great detail or with an example of person that exemplifies these qualities. 3 pts – interviewee describes the qualities but does expound on the nature of these qualities 2 pts – interviewee describes the qualities with minimum effectiveness. 1 pt – interviewee is ineffective in describing the qualities. 0 pt – interviewee cannot answer the question. 3) Please describe a specific large project you ran <u>as the project lead</u> , the process that was used and the						
results (i.e. on time	-					
(4)	3	2	1	0		
4 pts – interviewee effectively describes the process using formal process terminology and is able to do so with great detail. (i.e. describes POA&M, DMAIC, PDCA, etc). 3 pts – interviewee effectively describes the processes but does not do so using formal process terminology. 2 pts – interviewee describes the process with minimum effectiveness. 1 pt – interviewee is ineffective in describing the process. 0 pt – interviewee cannot answer the question or has never lead a major project.						
can be utilized to d	orrect mis area	· · · · · · · · · · · · · · · · · · ·				
4	<u>v</u>	2	1	0		
boundaries and ph great detail. (i.e. d 3 pts – interviewe	nilosophy of the vectoribes problem in the second in the s	weld school (profic n, source of require cribes the problem es informally how v	iency over qualif ement, function o but does not do veld school could	cess terminology, unication) and is able to of weld school in corso using formal produces. be used to correct.	o do so with rection, etc).	

1 pt – interviewee is ineffective in describing the problem or cannot describe how the weld school could be utilized to correct.

0 pt - interviewee cannot answer the question.

5) Please describe a situation as a supervisor when you had to manage a difficult team. How did you manage that team member and the situation?

4 3 (2) 1 0

4 pts – interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team.

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2 pts – interviewee describes the interaction with some clarity but cannot describe a link between his response to the interaction and the resulting member behavior.

1 pt – interviewee is ineffective in describing the difficult interaction.

0 pt – interviewee cannot answer the question or has not lead a team.

6) This position requires managing multiple demand challenges from multiple senior leaders. Describe your capability for managing under this construct and describe a specific situation as a supervisor where you have been successful at doing this.

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4 pts – interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

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0 pts – interviewee really cannot or does not answer the question directly.

7) Please tell us what your strengths are and how you apply them in your work.

4 3 (2) 1 0

4 pts – interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.

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1 pt – interviewee does not describe strengths with any detail.

0 pts – interviewee does not or cannot answer the question.

8) If I were to contact your last supervisor and ask which area of your work needs the most improvement, what will I learn?

4 3 0

4 pts – interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding.

3 pts – interviewee describes area of improvement with somewhat clear detail and describes their supporting reason with some clarity, purpose and understanding.

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1 pt – interviewee does not describe area of improvement with any detail and rambles or is unclear in answer.

0 pts - interviewee does not or cannot answer the question.

9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical action plan to execute and what were the results?

(4) 3 2 1 0

4 pts – interviewee is very able to describe both organizational strategic vision/goal and tactical action plan with great detail and describe their process and results with clarity including clear results.

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1 pt – interviewee describes both organizational strategic vision/goal and tactical action plan with little or no detail and provides little results.

0 pts – interviewee does not or cannot answer the question.

10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9.

No points awarded for this question

Final Score: ZZ

Interviewer:	(b) (6)	· 	Interviewee:	(b) (6)			
	6026/65	42.44.116.118					
	<u>C926/GS</u>	13 Weld School Di	rector Interview C	<u>luestions</u>			
**No points awa DGP, professiona	rded for this ques Il appearance and	our history and you tion – consider the manner, oral com	e interviewee's re imunication clarity	sponse in determi	=		
2) What qualities	do you believe a	successful manage	er should have?				
4	(3)	2	1	0			
with great detail 3 pts – interview 2 pts – interview 1 pt – interviewe 0 pt – interviewe 3) Please describ	4 pts – interviewee effectively describes the qualities of great manager (to them) and is able to do so with great detail or with an example of person that exemplifies these qualities. 3 pts – interviewee describes the qualities but does expound on the nature of these qualities 2 pts – interviewee describes the qualities with minimum effectiveness. 1 pt – interviewee is ineffective in describing the qualities. 0 pt – interviewee cannot answer the question. 3) Please describe a specific large project you ran <u>as the project lead</u> , the process that was used and the						
results (i.e. on tir	ne delivery, positi	ve participant fee	dback, ROI, etc).		1		
(4)	3	2	1	0			
4 pts – interviewee effectively describes the process using formal process terminology and is able to do so with great detail. (i.e. describes POA&M, DMAIC, PDCA, etc). 3 pts – interviewee effectively describes the processes but does not do so using formal process terminology. 2 pts – interviewee describes the process with minimum effectiveness. 1 pt – interviewee is ineffective in describing the process. 0 pt – interviewee cannot answer the question or has never lead a major project.							
		ently facing our we	orkforce on the wa	aterfront and how	the weld school		
can be utilized to	correct this area	of deficiency.			٦		
4	3	(2)	1	0	J		
boundaries and great detail. (i.e	philosophy of the describes proble	scribes the probler weld school (prof m, source of requi scribes the proble	iciency over qualificement, function	ication) and is abl of weld school in (e to do so with correction, etc).		

terminology. interviewee describes informally how weld school could be used to correct.

2 pts – interviewee describes the problem with minimum effectiveness.

 $1 \ \text{pt}$ – interviewee is ineffective in describing the problem or cannot describe how the weld school could be utilized to correct.

0 pt - interviewee cannot answer the question.

5) Please describe a situation as a supervisor wi	nen you had to m	nanage a difficult team.	How did you
manage that team member and the situation?		1	_

4 pts – interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team.

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0 pt - interviewee cannot answer the question or has not lead a team.

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4 3 (2) 1 0

4 pts – interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

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0 pts - interviewee really cannot or does not answer the question directly.

7) Please tell us what your strengths are and how you apply them in your work.

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4 pts – interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.

3 pts – interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion.

- 2 pts interviewee is not really able to describes strength with clear detail and describes their supporting reason with some clarity, purpose and passion.
- 1 pt interviewee does not describe strengths with any detail.
- 0 pts interviewee does not or cannot answer the question.

8) If I were to contact your last supervisor and ask which area of your work need	ds the most
improvement, what will I learn?	

improvement, v	viiat wiii i leai ii:			
4	3	2	1	6

- 4 pts interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding.
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- 9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical action plan to execute and what were the results?

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- 10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9.
- **No points awarded for this question**

Final Score:

Fig.

Interviewer:	(b) (6) . ——	enandanista	Interviewee:	(b) (6)					
	C926/GS13 Weld School Director Interview Questions								
1) Please tell us	about yourself, yo	our history and you	r supervisory expe	rience.					
**No points awa	rded for this ques	stion – consider the	e interviewee's res	ponse in determi	ning overall				
DGP, profession	al appearance and	d manner, oral com	munication clarity	and professionali	sm.				
2) What qualities	s do you believe a	successful manage	er should have?						
4	3	(2)	1	0					
with great detail 3 pts – interview 2 pts – interview 1 pt – interviewe	4 pts – interviewee effectively describes the qualities of great manager (to them) and is able to do so with great detail or with an example of person that exemplifies these qualities. 3 pts – interviewee describes the qualities but does expound on the nature of these qualities 2 pts – interviewee describes the qualities with minimum effectiveness. 1 pt – interviewee is ineffective in describing the qualities. 0 pt – interviewee cannot answer the question.								
•		ive participant feed							
4	N (3/)	(2)	1	0					
4 pts – interviewee effectively describes the process using formal process terminology and is able to do so with great detail. (i.e. describes POA&M, DMAIC, PDCA, etc). 3 pts – interviewee effectively describes the processes but does not do so using formal process terminology. 2 pts – interviewee describes the process with minimum effectiveness. 1 pt – interviewee is ineffective in describing the process. 0 pt – interviewee cannot answer the question or has never lead a major project.									
4) Describe a problem that is currently facing our workforce on the waterfront and how the weld school can be utilized to correct this area of deficiency.									
4	(6)	2	1	0					
4 pts – interviewee effectively describes the problem using formal process terminology, understands the boundaries and philosophy of the weld school (proficiency over qualification) and is able to do so with great detail. (i.e. describes problem, source of requirement, function of weld school in correction, etc.).									

4 pts – interviewee effectively describes the problem using formal process terminology, understands the boundaries and philosophy of the weld school (proficiency over qualification) and is able to do so with great detail. (i.e. describes problem, source of requirement, function of weld school in correction, etc).

3 pts – interviewee effectively describes the problem but does not do so using formal process terminology. interviewee describes informally how weld school could be used to correct.

2 pts – interviewee describes the problem with minimum effectiveness.

- 1 pt interviewee is ineffective in describing the problem or cannot describe how the weld school could be utilized to correct.
- 0 pt interviewee cannot answer the question.
- 5) Please describe a situation as a supervisor when you had to manage a difficult team. How did you manage that team member and the situation?

4	3	(2)	1	0	

- 4 pts interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team.
- 3 pts interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior.
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4 3 2 1 (0)

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- 1 pt interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.
- 0 pts interviewee really cannot or does not answer the question directly.
- 7) Please tell us what your strengths are and how you apply them in your work.

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- 4 pts interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.
- 3 pts interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion.

2 pts – interviewee is not really able to describes strength with clear detail and describes their supporting reason with some clarity, purpose and passion.

1 pt - interviewee does not describe strengths with any detail.

0 pts – interviewee does not or cannot answer the question.

8) If I were to contact your last supervisor and ask which area of your work needs the most improvement, what will I learn?

4 3 2 (1) 0

4 pts – interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding.

3 pts – interviewee describes area of improvement with somewhat clear detail and describes their supporting reason with some clarity, purpose and understanding.

2 pts — interviewee is not really able to describe area of improvement with clear detail and describes their supporting reason with some clarity, purpose and understanding.

1 pt – interviewee does not describe area of improvement with any detail and rambles or is unclear in answer.

0 pts – interviewee does not or cannot answer the question.

9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical action plan to execute and what were the results?

4 (3) 2 1 0

4 pts – interviewee is very able to describe both organizational strategic vision/goal and tactical action plan with great detail and describe their process and results with clarity including clear results.

3 pts — interviewee is somewhat able to describe both organizational strategic vision/goal and tactical action plan with detail and describe their process and results with clarity including results.

2 pts – interviewee is able to describe both organizational strategic vision/goal and tactical action plan with some detail and describe their process and results with clarity.

1 pt – interviewee describes both organizational strategic vision/goal and tactical action plan with little or no detail and provides little results.

0 pts – interviewee does not or cannot answer the question.

10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9.

No points awarded for this question

Final Score: _________

1- No points Planner on America

2- ABILITY TO LEMO = VETRY BROWN = = 3

DISCUSSED TRECTS SUBGED MATES.

Michin Blown Course Detains Description

3- DESCRIBED ROLE AS TRANSMENTS MER
LANGE (100-150 PEOPLE CHACE to GENE)
CREATED A X GENTS, ANTIUM SRUE PROCESS
REMATI DESCRIBE USUL HOWER GENTURES—

1- Problem - WENDERIENERS NOTSERI - 3) 2

DESCRIBED PROGRAM OF USIN, WERD SHOOL FOR TONS

TRANSMIN Need for Shillen INSTRUCTURS SHE I

TO LEARN

No Forman Process There mano Long -DESCRIBED Problem but NOT HOW MEZO SCHOOL WORLD CORRECT

5- DESCRIBED at LITTLE DETAN SITUATION OF APPRENTILES #7 /

DID NOT Holders Hon Sitvanon Housen By Dio DISCUSS Need L. 9 from 50-80% (FRESMEN HIS HUTIONS REPURSO)

POT DISCUSSION OF What He WAS BOWL

6- DUSCRISEN INTERACTION W/ MULTIPLE CORES Y P.S. AND ASSISTANT
MINIMAR DETAN PROSIDED

NO SPECIFIC SOFUATION DESCRIBED
DISCUSSED THAT HE HAS UNDERSTANDED & NEED +

BU SUCCESTAR. I SHOWER THAN DISCUSSION

F. KNOWS STEEDSTASS

KNOWS Applicability or Standstas

ABLE TO KIND/FOR ON CORRECT SOR /PROCEDURES AUGUS

MOT PROT OF Supportune Destrus for Specify Reason

Why this is a Strength -

B. Wron stewer DIO Nor Answer Chrosen - 50 Harton the Asse Bleen Stand Arone Les "Gout form"

9. Monton identifier the fartion Action of what was

Choward Br Did Not Describe what day -> 2

Stratesti Usia 16901 of the Award ent

Anot or detail for Tom training, Mission & Vetty

to describe.

No Results provides

1- No Points Planned on Ammson

2. DESCRIBES Chalities Bur utilizen Brown Towns "LEASONAP" - RELATED TO DICTATE + MENTON low was DESCRIBED W/ MINIMA/ EFFECTIVENESIA + DD NOT EXPOUND ON THE NATURE OF THE ChiefTLES

3- Utilizar Ac planeffectively communication the problem, the project + REQUIREMENT USEN Formal terminology to DESCALE ISER + proprie IMURON Brief REGO + RESULTI OBTITION

4. "Prohamey" Described use of word School (eas to gen more Are form for common TED / ASSESSMENT + INCLUSED ASSESSMENTS tracked to wroten. Intornary deserted How ward School coard be - NO DETANLS, NOT TIEM to Phylosophy

DIO 1007 PROVIDE A SPECIFIC Strateon provided example, of How to HANDLE 111045 Using land's a Lowest Possible level wor much clarity in Responses on if Actions were Success Fulro

6. - DIO NOT GIVE DETAILS ABOUT MINTEDLE SERVING =>]

MURS THAT PROTOBORD COMPETING PRODUCTION

- SULVEY WAS to WORK IN PRINCIPLY ONDOR,

(NO DETAILS ON CLANDY)

7- An teely Amore of Strengton, 222

Dio Mr Provide Supporting Revises / Certific why The se work important

Provide Ausumi in Passion + Hor those strengton for my the Star on waterformed more (et for m is to wherety understand

BY KNOWS Area Needing improvement of I BUT CHANGER QUESTION + NET INDICATIONS If improvement occurred, if star marking On improving and word providing Defance.

1- No points Plansie on Annoon

INTE GRATY & Humble News DESCRIBO ISSUE Of MAKING & MITARE MOT IT between of 11100 REGARDUN

3- DESCRIBED PAOJEUS AS WOLKING A HEM to REDUCE REJECT RACES =74. WISD FOR MA TEXAMINOLOGY + DEREIBED NOT RESULT INCLUDED DETAILS RELIEDAND MITTOSOPhy

4- Problem Non Compliance Adelvanely Describen up DerAn Hon WOLD SEHOOT could be whitzen to correct 13500 Described in Detant ISSUE melunino 2 poss, 614 CANIES (LOR OF CHOICE) MUNDER PRODUCTO DESIGNER LE BIS MIES to CORRECT -

DIO NOT USE PHILD SOPLY OF WOOD SCHOOL -

working Alongside + them DIRECTORS DESCRIPTO Situation But Not behaviour that Mark H difficult (juste) lessons learners

P 4	1.	
Grading	Notes	

- 1- NO POINTS PLANNED OR AMARDED =>
- 2. MINIMALLY DESCRIBED QUALITIES > 2
 RAMBIEN, UNLEAR
 DID NOT EXPOUND ON ANY Quawties
- 3-NO SINGLE PROTECT DESCRIBED

 NO FORMAR TERMINOLOGY WIED

 MINIMAL EFFECTIVE NESS:

 NO "PROCESS DESCRIPTION"
- TO NOT USE FORMAR PROJECTS TERMINOLOGY 3 3
 PROVIDED PLOCESS TO GET RESERTS BALL to WALLEN
- 5. DID NOT DESCRIBE SITUATION AT
 DID NOT PROVIDES SPECIFIC!

 RAMBLED AROUND DIS OND LINE ISSUE!

 THOW WELL VERSED "DISCIPLINE ENONLEMEE"
- DILLUISEN INFORMATION @ SAME LEVEL OF BLOWN

 GAVE NO SPECIFIC SCERNOSO THAT DESCRIBED

 INTELACTION MY MITTIPLE SENIOR COMPENS
- 7- PROVIDED STRENGTS, (SOLID)

 DID NOT PROVIDE CLEAR DETAIL of HON APPLIED

 VERY CONFIDENT MONT ARILITY & RUNLEMEE

B - NO IMPROVEMENT AREA PROVIDEN TO DO DESCRIBE WHAT HE WERD TO -

9- DID NOT PROVIDE STRATEGIT GOAL ON =73

HON FRATICAR PLAN/ACTION GOT THERE

DESCRIBED DEFENTINEY MATERIAL FUNDAME

COURD MATIONS W/ OTHER LOOKS DETCRIBED

Interviewee:

(b) (6)

C926/GS13 Weld School Director Interview Questions

		<u>C320/G3</u>	TO WEIG SCHOOL	Mector interviev	v Questions	
18415	1) Please tell us	s about yourself, yo	our history and yo	ur supervisory e	xperience.	
0 . (**No points aw	arded for this ques	tion – consider tl	ne interviewee's	response in deter	mining overall
My,		nal appearance and			rity and professior	nalism. I train span
my who	MY NNAN C	bx carrer a.	NM - MYN.	+NNA TIKE A	1015- Nuc side	leveloped
الم محفول	2) What qualities	wee effectively describes the cover describes	successful manag	er should have?	offyard	mining overall nalism. frain splits frain splits resources
	4	(3)	2	1	0	
Oid.						
Au Stra	🌶 pts – interviev	wee effectively des	cribes the qualitie	es of great mana	ger (to them) and	is able to do so
hope work	with great deta	il or with an examp	le of person that	exemplifies thes	e qualities.	
14mmir.	3 pts – interviev	wee describes the o	jualities but does	expound on the	nature of these q	ualities
giotak vell	2 pts – interviev	wee describes the o	ualities with min	imum effectiven	ess.	•
yiam ingh	1 pt - interview	ee is ineffective in	describing the qu	alities.		
NOOT JOUNE	0 pt – interview	ee cannot answer	the question.			
pland steems						
Dian_	3) Please descri	be a specific large	project you ran <u>as</u>	the project lead	the process that	was used and the
`_\	results (i.e. on t	ime delivery, positi	ve participant fee	edback, ROI, etc)	•	
11 mm	<u>(4 ')</u>	3	2	1	0	
Hor. " Br.			L			
" Carana,	4 pts – interviev	wee effectively des	cribes the proces	s using formal pr	ocess terminology	and is able to do
/ " " " " " " " " " " " " " " " " " " "	so with great de	etail. (i.e. describes	POA&M, DMAIC	PDCA, etc).		ر·
Out,	4 pts – interview so with great de 3 pts – interview terminology. 2 pts – interview 0 pt – interview 0 pt – interview 4) Describe a pr can be utilized	wee effectively des	cribes the proces	ses but does not	do so using forma	process put
; V- ' \	terminology.			•	@ ~ ⁰ / ₂	Men,
~400 " mg	2 pts – interviev	wee describes the p	rocess with mini	mum effectiven	ess. 19625 "	XIDI
a shift	1 pt – interview	ee is ineffective in	describing the pr	ocess.	. 2	Wext of the
132.	0 pt – interview	ee cannot answer	the question or h	as never lead a r	major project. 🎝 (in the Bro
0XV 7	rions benedin	vee is ineffective in vee cannot answer was flow assign.	as solver go	My Surainit	Collaneo of	Syria 4
1,48 o	4) Describe a p	roblem that is curre				w the weld school
/	can be utilized	to correct this area				
	4	3	(2)	1	0	
				-		
Crai-	4 pts – intervie	wee effectively des	cribes the proble	m using formal p	process terminolog	gy, understands the
1 100	boundaries and	d philosophy of the	weld school (pro	ficiency over qua	ilification) and is a	ble to do so with
Nop Mo	great detail. (i.e	e. describes proble	m, source of requ	irement, functio	n of weld school it	n correction, etc).
1/2	3 pts – intervie	wee effectively des	cribes the proble	m but does not o	do so using formal	process
Mora	terminology. ii	nterviewee describ	es informally how	weld school co	uld be used to cor	ect.
`.\`	2 pts – intervie	wee describes the	problem with mir	nimum effective	ness.	
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<i>∞</i>	(rely 1	X				
ma.	1 & Q.	200				
Mins Ca	in to the	5 Kon				
V. M.	boundaries and great detail. (i.e. 3 pts – intervie terminology. in 2 pts – intervie	•				
ì	-,					

5) Please describe a situation as a supervisor when you had to manage a difficult team. How did you manage that team member and the situation?

4 3 2 1 0

4 pts – interviewee is clearly able to describe the his/her own leadership behaviors. 1 pt - interviewee is ineffective in describing the problem or cannot describe how the weld school could

4 pts – interviewee is clearly able to describe the specific behaviors of the challenging team member,

3 pts - interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior.

2 pts - interviewee describes the interaction with some clarity but cannot describe a link between his response to the interaction and the resulting member behavior. No specifics

1 pt – interviewee is ineffective in describing the difficult interaction.

0 pt - interviewee cannot answer the question or has not lead a team.

6) This position requires managing multiple demand challenges from multiple senior leaders. Describe your capability for managing under this construct and describe a specific situation as a supervisor where you have been successful at doing this.

(3) 4 1 0

4 pts - interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

3 pts - interviewee is able to describe with some detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

2 pts - interviewee is able to describe with minimal detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

ານ 1 pt – interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

Opts — interviewee really cannot or does not answer the question directly.

7) Please tell us what your strengths are and how you apply them in your work.

4 3 (2) 1

4 pts - interviewee describes strength with clear detail and describes their supporting reason with great valarity, purpose and passion.

y coods pts – interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion with some clarity, purpose and passion.

Control with some clarity, purposed out of the local part with some clarity, purposed out of the local part with the local par

2 pts - interviewee is not really able to describes strength with clear detail and describes their supporting reason with some clarity, purpose and passion. 1 pt - interviewee does not describe strengths with any detail. 0 pts - interviewee does not or cannot answer the question. 8) If I were to contact your last supervisor and ask which area of your work needs the most

improvement, what will I learn?

4 pts - interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding.

3 pts - interviewee describes area of improvement with somewhat clear detail and describes their supporting reason with some clarity, purpose and understanding.

2 pts - interviewee is not really able to describe area of improvement with clear detail and describes their supporting reason with some clarity, purpose and understanding.

1 pt - interviewee does not describe area of improvement with any detail and rambles or is unclear in

0 pts - interviewee does not or cannot answer the question.

9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical action plan to execute and what were the results?

4 pts - interviewee is very able to describe both organizational strategic vision/goal and tactical action plan with great detail and describe their process and results with clarity including clear results.

3 pts - interviewee is somewhat able to describe both organizational strategic vision/goal and tactical action plan with detail and describe their process and results with clarity including results.

2 pts - interviewee is able to describe both organizational strategic vision/goal and tactical action plan with some detail and describe their process and results with clarity.

🎾 1 pt – interviewee describes both organizational strategic vision/goal and tactical action plan with little or no detail and provides little results.

0 pts - interviewee does not or cannot answer the question.

10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9.

No points awarded for this question

Final Score: 19

NOTES: Didn't elaborate a lot Stopped aus self-

e tell us about yours nts awarded for this fessional appearance qualities do you beli 3 terviewee effectivel at detail or with an e terviewee describes terviewee describes	self, your histor s question col ce and manner, ieve a successfu ely describes the example of pers s the qualities b	y and your nsider the i oral comm ul manager 2 e qualities of	interviewee's renunication clarit should have? 1 of great manage emplifies these	erience. sponse in y and pro r (to then qualities.	n determ ifessiona 0 m) and is	llism.	
nts awarded for this fessional appearance qualities do you beli 3 terviewee effectiveled the detail or with an esterviewee describes terviewee describes	s question colore and manner, ieve a successfu ly describes the example of pers	nsider the incommodul manager qualities of the contract executed on the contract executed executed on the contract executed execu	interviewee's renunication clarit should have? 1 of great manage emplifies these	sponse in y and pro cr (to then qualities.	ofessiona O n) and is	llism.	
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erviewee cannot an describe a specific l	large project yo	g the qualit cion. ou ran <u>as th</u>	ties. ne project lead, 1		nest qua mention dicest		and the
3		· · · · · · · · · · · · · · · · · · ·	(1)		0	7	
te te	on time delivery, 3 rviewee effective at detail. (i.e. des	on time delivery, positive partice 3 rviewee effectively describes the at detail. (i.e. describes POA&M,	on time delivery, positive participant feeds 3 2 rviewee effectively describes the process used detail. (i.e. describes POA&M, DMAIC, PErviewee effectively describes the processes	on time delivery, positive participant feedback, ROI, etc). 3 2 1 rviewee effectively describes the process using formal procest detail. (i.e. describes POA&M, DMAIC, PDCA, etc). rviewee effectively describes the processes but does not describes at describes but does not describes the processes but does not describe the processes but does not d	on time delivery, positive participant feedback, ROI, etc). 3 2 1 1 crviewee effectively describes the process using formal process term at detail. (i.e. describes POA&M, DMAIC, PDCA, etc). rviewee effectively describes the processes but does not do so using	on time delivery, positive participant feedback, ROI, etc). 3 2 0 rviewee effectively describes the process using formal process terminology and a second	rviewee effectively describes the process using formal process terminology and is ableat detail. (i.e. describes POA&M, DMAIC, PDCA, etc). rviewee effectively describes the processes but does not do so using formal process

4) Describe a problem that is currently facing our workforce on the waterfront and how the weld school can be utilized to correct this area of deficiency.

4 3 (2) 1 0

4 pts – interviewee effectively describes the problem using formal process terminology, understands the boundaries and philosophy of the weld school (proficiency over qualification) and is able to do so with great detail. (i.e. describes problem, source of requirement, function of weld school in correction, etc). 3 pts – interviewee effectively describes the problem but does not do so using formal process terminology. interviewee describes informally how weld school could be used to correct.

2 pts – interviewee describes the problem with minimum effectiveness.

Reject nake Know-Inad issues Knowledge Sharing

explaining poursond

 $1 \, \text{pt}$ – interviewee is ineffective in describing the problem or cannot describe how the weld school could be utilized to correct.

0 pt - interviewee cannot answer the question.

5) Please describe a situation as a supervisor when you had to manage a difficult team. How did you manage that team member and the situation?

4 3 (2) 1 0
General-not specific worked if LER

4 pts – interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team.

3 pts – interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior.

2 pts – interviewee describes the interaction with some clarity but cannot describe a link between his response to the interaction and the resulting member behavior.

1 pt – interviewee is ineffective in describing the difficult interaction.

0 pt - interviewee cannot answer the question or has not lead a team.

6) This position requires managing multiple demand challenges from <u>multiple senior leaders</u>. Describe your capability for managing under this construct and describe a specific situation as a supervisor where you have been successful at doing this.

4 3 2 1

4 pts — interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

3 pts – interviewee is able to describe with some detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

2 pts – interviewee is able to describe with minimal detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

1 pt – interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

0 pts – interviewee really cannot or does not answer the question directly.

7) Please tell us what your strengths are and how you apply them in your work.

4 3 (2) 1 0

4 pts – interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.

3 pts – interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion.

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2 pts - interviewee is not really able to describes strength with clear detail and describes their supporting reason with some clarity, purpose and passion. 1 pt - interviewee does not describe strengths with any detail. 0 pts – interviewee does not or cannot answer the question. 8) If I were to contact your last supervisor and ask which area of your work needs the most improvement, what will I learn? Didn't discuss a critical self assessment related to work 4 pts - interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding. 3 pts - interviewee describes area of improvement with somewhat clear detail and describes their supporting reason with some clarity, purpose and understanding. 2 pts - interviewee is not really able to describe area of improvement with clear detail and describes their supporting reason with some clarity, purpose and understanding. 1 pt - interviewee does not describe area of improvement with any detail and rambles or is unclear in answer. 0 pts – interviewee does not or cannot answer the question. 9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical action plan to execute and what were the results? Didn't discuss issue - Background - way forward 4 pts - interviewee is very able to describe both organizational strategic vision/goal and tactical action plan with great detail and describe their process and results with clarity including clear results. 3 pts - interviewee is somewhat able to describe both organizational strategic vision/goal and tactical action plan with detail and describe their process and results with clarity including results. 2 pts - interviewee is able to describe both organizational strategic vision/goal and tactical action plan with some detail and describe their process and results with clarity. 1 pt - interviewee describes both organizational strategic vision/goal and tactical action plan with little or no detail and provides little results. 0 pts – interviewee does not or cannot answer the question. 10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in questions 2 through 9. - worth of team - most Knadedagable **No points awarded for this question** Final Score: ____ NOTES: Dan't listen to questions Very knowledable. Not able to focus

(b) (6)

	Interviewer:	(b) (6)	L	Interviewee	(b) (6)	
					•	
	•	•				
		C026/GS12 W	ald School (Director Interview	Ouestiens	
		C320/G313 W	eiu School L	offector interview	Questions	
	1) Please tell us about y	ourself. vour his	story and vo	our supervisory e	merience	
	**No points awarded for	=	-	•	•	mining overall
V	DGP, professional appea				=	-
(b) (6)	DOF, professional appea	(b) (6)	ilei, Olai Col	illindincation clai	ity and profession	aliSiti.
(=) (=)	2) 14/6-4					
г	2) What qualities do you					
	4	3 -	2	(1)	0	
,				_+		
140	4 pts – interviewee effe					s able to do so
- druck	with great detail or with	an example of	person that	exemplifies thes	e qualities.	
lead in	3 pts – interviewee desc	ribes the qualiti	es but does	expound on the	nature of these qu	ıalities
a du g	2 pts – interviewee desc	ribes the qualiti	es with min	imum effectiven	ess.	
1941 x 54	1 pt – interviewee is ine	ffective in descr	ibing the qu	ialities.		
- direct	0 pt – interviewee canno	ot answer the qu	uestion.			
- delity to be a super s						
Drown -	(3) Please describe a spe	cific large projec	ct you ran a	s the project lead	, the process that	was used and the
(/8	results (i.e. on time deli	verv. positive pa	rticipant fe	edback, ROI, etc)		
Jane Market	4	3	(2)	1 1	0	
Man Days.	- A\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	C. D. 11 3000	at into	asition - Page	ted X charts	tracking
160 have	4 nts – interviewee effe	ctively describes	the proces	s using formal pr	ocess terminology	and is able to do
m	3 pts – interviewee desc 2 pts – interviewee desc 1 pt – interviewee is ine 0 pt – interviewee cannot 3) Please describe a spe results (i.e. on time delination of the parameters) 4 pts – interviewee effe so with great detail. (i.e. 3 pts – interviewee effe	describes POA	&M DMAIC	PDCA etc)	.	
$\delta_{(L_{i,j},L_{i,j})}$	3 pts – interviewee effe	ctively described	the proces	ses but does not	do so using forma	l process
-	· •	ctively acaciliae.	o the proces	.5c5 but 4025 (101		
(b),(6)	terminology.	ribas tha proco	cc with min	imum effectivens	icc	
100	2 pts – interviewee desc	fines the proce	shina tha n	ocoss	.33.	
To go	1 pt – interviewee is ine	illective ill desci	ibilig the pi	Ocess.		
- 6 17	0 pt – interviewee cann	ot answer the q	uestion or i	ias lievei leau a li	najor project.	
Month of the	, 30% honor grades				untarfront and ho	w the weld school
غ کا بیات سما	(4) Describe a problem t			orktorce on the	waterfront and no	M file Mein 201001
Resultivation	can be utilized to corre	ct this area of de				 -
Results at it	4	3	(2)	11	0	
						douetands the
Joeth 5	4 pts – interviewee effe	ctively describe	s the proble	em using formal p	rocess terminolog	y, understands the
Jily Jily	boundaries and philoso	phy of the weld	school (pro	ficiency over qua	infication) and is a	ble to do so with
Bro b'	great detail. (i.e. descri	bes problem, so	urce of requ	irement, functio	n ot wela school it	recession, etc).
80,	3 pts – interviewee effe	ectively describe	s the proble	em but does not o	to so using formal	process
Mp. It	terminology. interview	ee describes inf	formally how	w weld school cou	ild be used to corr	ect.
X ans ,	2 pts – interviewee des	cribes the probl	em with mi	nimum effectiver	iess.	
Max of		× × ×	you	_		
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	1 pt – intervie	ewee is in	effective	in descri	bing the	probler	n or canno	t describe	how the	weld school co	uld
	be utilized to										,,
	0 pt – intervie	ewee cann	ot answe	er the qu	estion.	. 1	adar	nentor	proj	nan ple	d to
	H	prentu	so are	m	natul	L- 4	jas. ar	,ω,-,	/ 0	nar ple peirs	tek
(b) (6)	5) Please dest	cribe a situ	uation as	a super	isor whe	n you h	ad to man	age a diffi	icult team.	. How did you	
	manage that	team men		the situa						_	
	4.		3		2		_(1)		0	_	
(b) (6)	4 nts intoni	iowaa is al	oorly obl	- to dos	ribo +bo	specific	hohaviore	of the ch	allanging t	room mombor	
	his/her own le					-				team member,	
	describe the r	•								o and can	
		-	_							hehaviors	
,	3 pts – interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior.										
										nk between his	
	response to the						_				
	1 pt – intervie				_			n.	•		
	0 pt – interviewee cannot answer the question or has not lead a team.										
J.	6) This positio	n requires	s managii	ng multi _l	ple dema	nd chal	lenges fror	n multiple	e senior le	aders. Describe	2
105-4	your capabilit	y for man	aging und	ler this o	onstruct	and de	scribe a sp	ecific situ	ation as a	supervisor whe	ere
المن مكارا	you have been	n successf	ul at doir	ng this.							
and.	4		3		2		(1)		0		-
project											
Om Those	"4 pts – intervi	ewee is at	ole to des	crine wi	th Grast I					citi iational roci	iltc
/ NU N	:									situational resi	111.5
indus 19	using a clear "	end in mi	nd" strate	egy for c	perating	under	multiple l	leader coi	nstruct.		
mount to	√3 pts – intervi	end in minewee	nd" strate ole to des	egy for c scribe wi	perating th some	under a detail a	a multiple I nd clarity t	leader coi heir abilit	nstruct. y and the		
me swort	3 pts – intervi using a clear "	end in mi ewee is al end in mi	nd" strate ole to des nd" strate	egy for o scribe wi egy for o	perating th some perating	under a detail a under a	a multiple l nd clarity t a multiple l	leader coi heir abilit leader coi	nstruct. y and the nstruct.	situational res	
me dured to	3 pts – intervi using a clear " 2 pts – intervi	end in mi ewee is al end in mi ewee is al	nd" strate ole to des nd" strate ole to des	egy for o cribe wi egy for o cribe wi	perating th some perating th minim	under a detail a under a al detai	a multiple ind clarity to multiple industrible in multiple in the clarity.	leader coi heir abilit leader coi y their ab	nstruct. y and the nstruct. vility and th	situational resonal	
mer de succelle) 3 pts – intervi using a clear " 2 pts – intervi results using a	end in milewee is all ewee is all end in mile ewee is all a clear "en	nd" strate ole to des nd" strate ole to des nd in mind	egy for o cribe wi egy for o cribe wi d" strate	perating th some perating th minim gy for op	under a detail a under a al detai erating	a multiple l nd clarity t a multiple l I and clarit under a m	leader coi heir abilit leader coi y their ab ultiple lea	nstruct. y and the nstruct. ility and the	situational resones the situational ruct.	ults
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	supporting r	eason with	some clar	ity, purp	ose and	passion.						
	1 pt – interv					-	tail.					
	0 pts – inter											
fund alone	8) If I were t			pervisor	and ask	which ar	ea of yo	ur work	needs the	most	* .	
Kun John	improvemer	it, what wil										
Jan	4		3		2		1		(0)			
3										_		
	4 pts – inter						ar detai	l and de	escribes the	ir supp	orting	
	reason with	-										
	3 pts – inter							clear d	etail and de	scribes	their	
	supporting r											
	2 pts – interviewee is not really able to describe area of improvement with clear detail and describes their supporting reason with some clarity, purpose and understanding. 1 pt – interviewee does not describe area of improvement with any detail and rambles or is unclear in											
	answer.											
	0 pts – inter	viewee doe	s not or ca	annot an	swer the	question	1.					
Igniv	par .											
Johnsk	9) Please dis		·=									
8	translated th					hat was t	he strate	egic goa	al, what was	your t	actical	
Borrobbur	action plan t	o execute a		were the	results?							
.^	4		<u>(3)</u>		2		1		0			
Count		.•		. ما اسم ما الم	- 6-2-6		mal stea	topio vi	cion/goal ar	ad tacti	cal action	
Joy \	4 pts – inter											
dervices while	plan with gr											
سموغها فعل	3 pts – inter										u tacticai	
any my	action plan										rtion plan	
Shy Man	2 pts – inter								goal allu ta	ctical at	ction plan	
Junio	with some d								tactical activ	an nlan	with little	
2000	1 pt – interv				ational Si	trategic v	ision/go	ai anu i	lactical action	on Pian	WILLITE	
Chill 18th	or no detail					. augstio	•					
Jan Alling Sulley	0 pts – inter											
Rw W	74 5	Louis	3 100	مصر مصادا امانی	No re	Sults	would l	iko for	us to know	OR do v	ou have	
The forth	10) Is there	anything ei	se you wo	uia like t	o auu oi	iliat you	tu to pro	wide ad	lditional mi	ccina de	stail in	
9			oints awa	iraea on	y II prov	iues aniii	ty to pic	viue au	iditional iiii	33111B GC	.cuii iii	
	questions 2			action**	? 1	712 5	vies					
	**No points	awarded i	or this que	2511011	١.	i wad	D nosn	tion				
	Final Score:	12			u	700°	~ •	(b) (6	5)			
	Final Score:	101			ar	have in	-					
	NOTEC				2 10	ai tra	bane	d wie	dHh	,		
	NOTES:	al le	llect	B	; 10	,		_ ^	1. ANG	eld \	boll "	
	170 g	mil -	1 9	holin	Ж	the	ww	5-1	wpiva L-k		AF612	
	Gene	n. lon	ct an	Tues ~			`	_ (コロ		1	
i	ansi	ons.						(45-12	1	WORL W AF6.12	
	J 🔾											

2 pts - interviewee is not really able to describes strength with clear detail and describes their

	Interviewer:	(b) (6)	and the second s	Interviewee.	(b) (6)	
		<u>C926/GS</u>	13 Weld School Di	rector Interview Que	<u>estions</u>	
•	1) Please tell us	about vourself. vo	our history and you	ır supervisory experi	ence.	
	•	•		interviewee's respo		overall
	DGP, professiona	I appearance and	manner, oral com	munication clarity a	nd professionalism.	
(b) (6)	bock to 921	(b) (6)) - (apacity for 9	a students.	
	2) What qualities	do you believe a	successful manage	er should have?	,	
	4	3	2	1	0	
- Lawity	65.4. :			f	ملطم مناصم المستعطم من	*- d
JAY JAR	•			s of great manager (text) exemplifies these qua		to do so
4+1m200			-	expound on the natu		
seattle to						
USKAT WAS	1 pt – interviewe	e is ineffective in	describing the qua	lities. Cave	recent eva	nple
Us to the	0 pt – interviewe	e cannot answer	the question.	a. We to m	and course	•
to got	32 able to	identify wa	y forward.	num effectiveness. lities. Cauc Be able to Cou the project lead, the	100	
(1)	3) Please describ				process that was u	sed and the
21/5/100	results (i.e. on tir	ne delivery, positi	ive participant fee	dback, ROI, etc).		
Deld School	4	(3,)	2	1	0	
الملك	Ants intensions	ee effectively des	cribes the process	using formal process	s terminology and is	able to de
hold hy	so with great det		POA&M, DMAIC,		s terminology and is	able to do
n Jan	3 pts – interview			es but does not do s	o using formal proce	ess
Bor by	terminology. 1	on't neme	nbos term	.		. Zas
bryozi Kaz Novibi	2 pts – interview	ee describes the p	process with minin	num effectiveness.		I on py
housed dropy	1 pt – interviewe	e is ineffective in	describing the pro	cess.	Met 9	ov .
hang many	pt – interviewe	e cannot answer	the question or ha	cess. snever lead a major Results reduced	project.	r Pine +
The Wall	hoheman	two to am	auficestor.	Kesules neutrice	riffer race of	1 9/2 2
*	(4) Describe a pro	blem that is curre	ently facing our wo	rkforce on the wate	rfront and how the	weld school
Donalian	4) Describe a pro Can be utilized to	correct this area	or deficiency.	num effectiveness. cess. s never lead a major feath refuce rkforce on the wate	0	
Jours a		ري				
18 mg/s				using formal proce	ss terminology, und	erstands the
# 13-343				ciency over qualifica		
ava j	great detail. (i.e.	describes probler	m, source of requi	ement, function of v	veld school in corre	ction, etc).
not als	3 pts – interview			but does not do so		SS
رق تيلاملاما	terminology. int	erviewee describe	es informally how	weld school could be	used to correct.	
Magraca .	2 pts – interview	ee describes the p	problem with mini	mum effectiveness.		
2, 70/2	, \n					
John S	10, 10, 10	en D				
Max.	No 24 "8	V				
on the	July " " The	CODE -		weid school could be mum effectiveness.		
	/ - V" '	V				

1 pt - interviewee is ineffective in describing the problem or cannot describe how the weld school could be utilized to correct. 0 pt - interviewee cannot answer the question. 5) Please describe a situation as a supervisor when you had to manage a difficult team, How did you manage that team member and the situation? used BS12 to hold accountable, loave rules Adapted defent techniques, need a fair & practical to be consiste 4 pts - interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team. 3 pts - interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior. 2 pts - interviewee describes the interaction with some clarity but cannot describe a link between his response to the interaction and the resulting member behavior. 1 pt - interviewee is ineffective in describing the difficult interaction. 0 pt - interviewee cannot answer the question or has not lead a team. / Self redirection 6) This position requires managing multiple demand challenges from multiple senior leaders. Describe your capability for managing under this construct and describe a specific situation as a supervisor where use 1291 ensure they have ownership you have been successful at doing this. (3) didn't tie to servisi 4 pts - interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct. 3 pts - interviewee is able to describe with some detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct. 2 pts - interviewee is able to describe with minimal detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct. 1 pt - interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct. 0 pts - interviewee really cannot or does not answer the question directly. 7) Please tell us what your strengths are and how you apply them in your work. 0 4 4 pts - interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion. 3 pts - interviewee describes strength with somewhat clear detail and describes their supporting reason

with some clarity, purpose and passion.

2 pts - interviewee is not really able to describes strength with clear detail and describes their supporting reason with some clarity, purpose and passion. 1 pt - interviewee does not describe strengths with any detail. 0 pts – interviewee does not or cannot answer the question. 8) If I were to contact your last supervisor and ask which area of your work needs the most improvement, what will I learn? 2 1 0 4 pts - interviewee describes area of improvement with clear detail and describes their supporting reason with great clarity, purpose and understanding. 3 pts - interviewee describes area of improvement with somewhat clear detail and describes their supporting reason with some clarity, purpose and understanding. 2 pts - interviewee is not really able to describe area of improvement with clear detail and describes their supporting reason with some clarity, purpose and understanding. 1 pt - interviewee does not describe area of improvement with any detail and rambles or is unclear in answer. 0 pts – interviewee does not or cannot answer the question. 9) Please discuss a time when you have had to take an organizational strategic vision or goal and translated that into a more tactical action plan. What was the strategic goal, what was your tactical 4 pts – interviewee is very able to describe both organizational strategic vision/goal and tactical action plan with great detail and describe their process and results with clarity including clear results action plan with detail action plan with detail and describe their process and results with clarity including results. 2 pts - interviewee is able to describe both organizational strategic vision/goal and tactical action plan with some detail and describe their process and results with clarity. 1 pt - interviewee describes both organizational strategic vision/goal and tactical action plan with little or no detail and provides little results. 0 pts – interviewee does not or cannot answer the question. 10) Is there anything else you would like to add or that you would like for us to know OR do you have any questions for us? Points awarded only if provides ability to provide additional missing detail in nuestions 2 through 9. **No points awarded for this question** ຖ້ Final Score: ດໍ Very good intriview More eye contact

Interviewer:	(b) (6)			(b) (6)	
interviewer:	(0) (0)	 	<u>Interviewee:</u>		
	<u>C926/GS</u>	S13 Weld School D	irector Interview C	<u>Questions</u>	(b) (6)
1) Please tell us	about vourself, v	our history and you	ur supervisory exp	erience -f	ppeen - C+DL
		stion – consider th			ermining overall
· ·		manner, oral com			
, р	аррошиние с			, a p. c. c.s	3.14.13.11.
2) What qualities	do vou believe a	successful manag	er should have?		
4	(3)	2	1	0	
<u>-</u>				1	
4 pts – interview	ee effectively des	cribes the qualitie	s of great manage	r (to them) an	d is able to do so
		ole of person that			
•	•	qualities but does	-	-	qualities
•		qualities with mini	* *		
•		describing the qua		- II.	ntengity mbleness
0 pt – interviewe		= '		- HU	mbleness Desc Corruct
o per interviewe	e camillot anoma.	44.00		= 71.	utilized Actions to top
3) Please describ	e a snecific large	project you ran as	the project lead, t		at was used and the
		ive participant fee		. p	
4	(3)	2	1	0	·
4	<u> </u>		<u> </u>		
1 nts - interview	ee effectively des	scribes the process	using formal proc	ess terminolo	gy and is able to do
•		s POA&M, DMAIC,			3,
2 ntc intenview	aa affactively des	scribes the process	es but does not do	o so using forn	nal process
torminology	ee enectively de.	serrice process		10	Fu Success
2 nts intension	oo doscribes the	process with minir	num effectiveness	- Toda 1:	
2 pts - interview	ee describes the	describing the nr	ress	- Doenfil	JUCKES S
1 pt – interviewe	e is menective in	the question or ha	as never lead a ma	ior project.	n p <i>o</i> r
		Provens Qual			
-Linked up	TROPIES /	onthy facing our w	orkforce on the wa	eterfront and I	now the weld school
	correct this area		orkioice on the we		
		2	1	0	
4	(3)				
4 -ts intention	oa affectively de	scribes the proble	m using formal pro	cess terminol	ogy, understands the
4 pts – interview	nhilosophy of the	weld school (prof	iciency over qualif	ication) and is	able to do so with
pouridaties and	doscribes proble	m source of requi	irement, function	of weld schoo	l in correction, etc).
2 nts - intensieu	, describes proble , de effectively de	scribes the proble	m but does not do	so using form	al process
torminology in	terviewee describ	es informally how	weld school could	d be used to co	orrect.
2 nts - intenview	vee describes the	problem with min	imum effectivene	ss.	
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- NON COMP	liance.		- torceti	ol Back	K-up to waterfront
- F	all AE V	no ledre	•		•
<i>-</i>	-qcic of K	www.reugo			
- NON COMP L - Embedding	the cooper	+ tools			
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1 nt – interviewe	ee is ineffective in	describing the pro	hlem or cannot	describe how the w	reld school could				
be utilized to co		describing the pro	biem of camor	describe now the w	ela school coula				
	ee cannot answer t	he question							
ope meerview	se carriot answer t	ine question.							
5) Please describ	e a situation as a s	supervisor when v	ou had to manas	ge a difficult team.	How did vou				
	m member and the			,	, , , , , , , , , , , , , , , , , , , ,				
4	3	(2)	1	0	1				
		9	<u> </u>						
4 pts – interview	ee is clearly able to	o describe the spe	ecific behaviors o	f the challenging te	am member,				
•	•			k between the two					
describe the res	ulting change in me	ember behavior a	nd overall effect	on the team.					
3 pts – interview	ee describes the ir	nteraction with cla	arity but does no	t describe specific l	pehaviors				
however can des	scribe a link betwe	en two and the re	sulting change in	n member behavior					
2 pts – interviewee describes the interaction with some clarity but cannot describe a link between his									
1 pt – interviewe	response to the interaction and the resulting member behavior. - Being a Superior 1 pt - interviewee is ineffective in describing the difficult interaction. - Mewior (b) (6) mewior								
9 pt – interviewe	e cannot answer t	he question or ha	s not <u>l</u> ead a tean		a leader in team				
(Employee attendance) told people account									
6) This position r	equires managing	multiple demand	challenges from	multiple senior lea	ders. Describe				
your capability for	or managing under	this construct an	d describe a spec	cific situation as a s					
you have been s	uccessful at doing t	this.			Lyndon /				
4	3	(2)	1	0	1) 18 100 PORTILL				
				404	address on leadings partial				
•		_	-	•.	tuational results				
	d in mind" strategy								
-				eir ability and the s	ituational results				
-	d in mind" strategy								
-			-	their ability and the					
•			•	ltiple leader constru					
•	-			ith detail or clarity t	•				
the situational re	sults using a clear	"end in mind" str	ategy for operati	ng under a multiple	e leader / O /				
construct C	النو رجي	12-10 mana	ge team/-	· IRaining 3	Supports Production				
0 pts – interview	ee really cannot or	does not answer	the question dir	ectly.	•				
7) Please tell us y	what your strength	s are and how vo	u apply them in v	our work.					
.,					1				

4 pts – interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.

3 pts — interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion.

Competence in Teaining Lead and Design CTD Program Leader / Listen / Communicate

value Peespec

	2 pts – interview	vee is not really able	e to describes str	ength with clear o	letail and describe	s their
		on with some clarity			e can and describe.	5 then
		ee does not describ				
		ee does not or can	-	•		
	8) If I were to co	ntact your last supe	ervisor and ask w	hich area of your	work needs the me	ost
	improvement, w			,		
[4	(3)	2	1	0	
-ability	+ Say No	Bandw:	th Manage	ン へん ルー vith clear detail a	nd describes their	supporting
		it clarity, purpose a				
	3 pts – interview	ee describes area c	of improvement v	vith somewhat cle	ear detail and desc	ribes their
	supporting reaso	on with some clarity	, purpose and ur	derstanding.		
	2 pts – interview	ee is not really able	e to describe area	of improvement	with clear detail a	nd describes
	their supporting	reason with some of	clarity, purpose a	nd understanding	J .	
	1 pt – interviewe	ee does not describ	e area of improve	ement with any de	etail and rambles o	or is unclear in
	answer.					
	0 pts – interview	ee does not or can	not answer the q	uestion.		
	•	a time when you h		_		
		nto a more tactical		t was the strategi	c goal, what was y	our tactical
,	action plan to ex	ecute and what we	re the results?			1
ļ	4	3	(2)	1	0	
	A	ree is very able to d	anarika bath ara	nizational strato	ric vision /goal and	tactical action
		detail and describe				
		ree is somewhat ab				
	•	detail and describe				
		ee is able to descri				
	•	l and describe their			,0-	•
		ee describes both o			and tactical action	plan with little
	or no detail and	provides little resul	ltc	- PROF	C FOR NUC	. welderss
	0 pts – interview	ee does not or can	not answer the q	uestion Deve	bo track, us	Sysem
	-work the	ru Schedulina	, Issues /	usident fer	training to	water Front
	10) Is there anyt	re does not or can re Scheduling thing else you would	ر d like to add or ti	nat you would like	for us to know OF	R do you have
	any questions fo	or us? Points award	led only if provid	es ability to provi	de additional missi	ng detail in
	questions 2 thro					
	No points awa	arded for this quest	tion			
	Final Score:	10				
	•					
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	Interviewer:	(b) (6)		Interviewee:	(b) (6)	Ans	question
_	worked with mentoned a	s a lot of Dis	Ferent Code 50e 13 Weld School Di		Questions		<i>,</i>
	1) Please tell us **No points awa DGP, professiona willing to	about yourself, yorded for this ques of appearance and help	our history and you tion – consider the manner, oral com	ur supervisory exp e interviewee's re imunication clarit	erience Dec sponse in detern	=	
. [(3)	successful manage	1		_	
Į	4	(3)	2	1	0	_	
	with great detail 3 pts – interviewe 2 pts – interviewe 1 pt – interviewe 0 pt – interviewe 3) Please describ	or with an examp ee describes the q ee describes the q e is ineffective in e cannot answer t e a specific large p	project you ran <u>as</u>	exemplifies these expound on the name of the section of the name of the section o	qualities. ature of these qu s. — Dev — Dev — Saf	valities dicated vired train vielop works	ing Face
,	results (i.e. on tir	ne delivery, positi	ve participant fee	dback, ROI, etc).		·	
	4	3	(2)	1	0		
	so with great det	ail. (i.e. describes	cribes the process POA&M, DMAIC, cribes the process process with mining describing the prothe question or ha	PDCA, etc).		- Lear	n ing cel pct Rates i space
			ntly facing our wo	rkforce on the wa	iterfront and hov	w the weld school	
	can be utilized to	correct this area					
Į	4	3	(2)	1	0		
_	boundaries and p great detail. (i.e. 3 pts – interview terminology. interview	describes problem describes problem ee effectively desc erviewee describe ee describes the p	weld school (profi n, source of requir cribes the problem es informally how o problem with mini	ciency over qualificement, function of the but does not do weld school could mum effectivenes	ication) and is ab of weld school in so using formal p be used to corre	correction, etc). process	,
_	TIETRAINI	uy where	peoblens e	X151			

1 pt - interviewee is ineffective in describing the problem or cannot describe how the weld school could be utilized to correct. 0 pt - interviewee cannot answer the question. 5) Please describe a situation as a supervisor when you had to manage a difficult team. How did you manage that team member and the situation? 0 Mediate problems / Letter of caution 4 pts - interviewee is clearly able to describe the specific behaviors of the challenging team member, his/her own leadership behaviors with the interaction, describes a link between the two and can describe the resulting change in member behavior and overall effect on the team. 3 pts - interviewee describes the interaction with clarity but does not describe specific behaviors however can describe a link between two and the resulting change in member behavior. 2 pts - interviewee describes the interaction with some clarity but cannot describe a,link between his contact Right person to get qui demance response to the interaction and the resulting member behavior. 1 pt – interviewee is ineffective in describing the difficult interaction. 0 pt - interviewee cannot answer the question or has not lead a team. 6) This position requires managing multiple demand challenges from multiple senior leaders. Describe your capability for managing under this construct and describe a specific situation as a supervisor where you have been successful at doing this. 3 - RESOURCE Managers - train mechanic's ahead of need 4 pts - interviewee is able to describe with great detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct. 3 pts - interviewee is able to describe with some detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct. 2 pts - interviewee is able to describe with minimal detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct. 1 pt - interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct. 0 pts - interviewee really cannot or does not answer the question directly. 7) Please tell us what your strengths are and how you apply them in your work. 4 pts - interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion. Experienced

- Experienced

Knowledge and SK: 1/ - Concur on Non chapters

Welding is what he Knows 3 pts - interviewee describes strength with somewhat clear detail and describes their supporting reason

2 pts - interviewed	e is not really able	to describes str	ength with clear d	etail and describes tl	neir
supporting reason	with some clarity	, purpose and pa	assion.		
1 pt - interviewee	does not describe	e strengths with	any detail.		
0 pts – interviewe	e does not or can	not answer the q	uestion.		
•					
8) If I were to cont	act your last supe	ervisor and ask w	hich area of your v	work needs the most	
improvement, who	•		•		
4	3	(2)	1	0	
L					
4 pts - interviewe	e describes area o	of improvement v	with clear detail an	nd describes their sup	porting
reason with great	clarity, purpose a	nd understandin	g.		
				ar detail and describ	es their
supporting reason	with some clarity	, purpose and ur	nderstanding.		
			_	with clear detail and	describes
their supporting re			-		
				tail and rambles or i	s unclear in
answer.		•	_ ′ '	(b) (6)	
0 pts - interviewe	e does not or can	not answer the q	uestion 50		m - 1
·			5 41	ety Impear	meuts.
9) Please discuss a	time when you h	ave had to take a	an organizational s	strategic vision or go	al and
	•		-	goal, what was you	
action plan to exec		•		800,	
4	3	2	(1)	0	
4 pts – interviewee	e is very able to de	escribe both orga	anizational strateg	ic vision/goal and ta	ctical action
		_	_	y including clear res	
				trategic vision/goal	
•			, -	ity including results.	
				ion/goal and tactical	action plan
		_	_	-preplanned	• 1
				and tactical action pla	
or no detail and pr			-	egd Poam	
			uestion.	and made and	1
			- T	ING MACHINIST	to support training school you have
10) Is there anythi	ng else you would	like to add or th	اے nat you would like	for us to know OR do	o vou have
				e additional missing	
questions 2 through			neat Fit f	, -	
**No points award					
		- n	nost Exp	ork well -	. 11
Final Score:	$\boldsymbol{\varrho}$		Eam will w	ork well -	logether
			, ,	-)

NOTES:

	Interviewer:	(b) (6)	· · · · · · · · · · · · · · · · · · ·	Interviewee:	(b) (6)	
	**No points awa	C926/GS1 about yourself, you rded for this questi I appearance and r	r history and yo on – consider th	e interviewee's r	, perience. esponse in dete	-
	2) What qualities	do you believe a si	uccessful manag	er should have?		
	4	<u>3</u>	2	1	0	
	with great detail of 3 pts – interviewed 2 pts – interviewed 2 pts – interviewed 3 pts – interviewed 3 pts – interviewed 4 pts – interviewed 5 pts	ee effectively descroor with an example ee describes the que e describes the que is ineffective in de cannot answer the ea specific large proper ea specific large proper en ea specific large proper en ea specific large proper en ea specific large proper ea specific large proper en ea	of person that alities but does alities with mini	exemplifies these expound on the r mum effectivene	qualities. nature of these	qualities
	3) Please describe	e a specific large pr	oject you ran <u>as</u>	the project lead,	the process tha	at was used and the
	results (i.e. on tin	ne delivery, positiv	e participant fee	dback, ROI, etc).		
	4	3	(2)	1 1	0	
- Hull cut	22 i ルー S4 pts – interview	つすら / ee effectively descr	ibes the process	mmunicate using formal pro	ocess terminolog	gy and is able to do
Develop	so with great det	ail. (i.e. describes P	OA&M, DMAIC,	PDCA, etc).	!	19 complete on time
TRAINING		ee effectively descr	ibes the process	ses but does not o	do so using form	nal process
Teaining	terminology.		acce with mini	mum offectivenes	ce	
Execute		ee describes the pr e is ineffective in d			,	
TRAINING	•	e cannot answer th			ajor project.	
plan	, ope meerione		•		-	
pinn	4) Describe a pro	blem that is currer	itly facing our w	orkforce on the w	aterfront and h	now the weld school
	can be utilized to	correct this area o	of deficiency.			
	4	3	(2)	1	0	
	boundaries and pareat detail. (i.e. 3 pts – interview terminology. int 2 pts – interview	philosophy of the volume describes problem describes describes describes the problem describes describes the problem describes the problem describes describes the problem describes des	veld school (proto a, source of requivibes the proble s informally how roblem with mir	ficiency over qual irement, function m but does not d weld school cou nimum effectiven	ification) and is of weld school o so using formald ld be used to co ess.	prrect.
	feofic w Levelop		- Core	c plans)T	maining f	ין איניין אי איניין איניין איניי

be utilized to co		describing the prob	olem or cannot	describe how the w	veld school could
opt microiewe	se carriot answer	the question.			
•		supervisor when yo	ou had to manag	ge a difficult team.	How did you
manage that tea	m member and th	e situation?			
4	3	(2)	1	0	
his/her own lead describe the rest 3 pts – interview however can des 2 pts – interview response to the 1 pt – interviewe	dership behaviors walting change in made describes the inscribe a link between describes the interaction and the interaction and the is ineffective in	o describe the spec with the interaction ember behavior an interaction with clai en two and the res interaction with son e resulting member describing the diffic the question or has	n, describes a lind d overall effect rity but does no sulting change in the clarity but ca the behavior. cult interaction.	ik between the two on the team. t describe specific I member behavior nnot describe a lin	behaviors k between his
your capability for		multiple demand or this construct and this.	-		

Rioerty - SPS in i On Holl Cuts
4 pts - Interviewee is able to describe with great detail and clarity their ability and the situational results

using a clear "end in mind" strategy for operating under a multiple leader construct.

3 pts - interviewee is able to describe with some detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

2 pts - interviewee is able to describe with minimal detail and clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

1 pt - interviewee is vague and/or rambling and does not describe with detail or clarity their ability and the situational results using a clear "end in mind" strategy for operating under a multiple leader construct.

0 pts - interviewee really cannot or does not answer the question directly.

7) Please tell us what your strengths are and how you apply them in your work.

4 3

4 pts - interviewee describes strength with clear detail and describes their supporting reason with great clarity, purpose and passion.

3 pts - interviewee describes strength with somewhat clear detail and describes their supporting reason with some clarity, purpose and passion.

Exe Leader

Exe Mentor and Mentee

0

Communicater

Ask glot of Questions

1 pt – interviewe	e does not descri	be strengths with	any detail.		
	ee does not or car	= .	•		
			•		
8) If I were to co	ntact your last sup	ervisor and ask w	hich area of you	r work needs the m	ost
improvement, w					
4	3	2	(1)	0] ,
egs IVe_ 4 pts – interview	No Filez ee describes area	Speaks modernment	ni No / Cha	and describes their	guestian cisk supporting
reason with grea	t clarity, purpose	and understandin	g.		
3 pts – interview	ee describes area	of improvement v	with somewhat o	lear detail and des	cribes their
supporting reaso	on with some clarit	ty, purpose and ui	nderstanding.		
2 pts – interview	ee is not really ab	le to describe area	a of improvemen	nt with clear detail a	and describes
their supporting	reason with some	clarity, purpose a	ınd <mark>understand</mark> ir	ng.	
1 pt – interviewe	e does not descril	be area of improv	ement with any o	detail and rambles	or is unclear in
answer.					
0 pts – interview	ee does not or car	nnot answer the q	uestion.		
9) Please discuss	a time when you	have had to take	an organizationa	l strategic vision or	goal and
translated that in	nto a more tactica	l action plan. Wha	it was the strates	gic goal, what was y	our tactical
action plan to ex	ecute and what w	ere the results?			
4	3	(2)	1	0]
	h	3	·		· ·
4 pts – interview	ee is very able to	describe both org	anizational strate	egic vision/goal and	l tactical action
plan with great of	letail and describe	their process and	l results with cla	rity including clear	results.
3 pts – interview	ee is somewhat al	ble to describe bo	th organizationa	l strategic vision/go	oal and tactical
action plan with	detail and describ	e their process an	d results with cla	arity including resu	lts.
2 pts – interview	ee is able to descr	ribe both organiza	tional strategic v	ision/goal and tact	ical action plan
with some detai	and describe thei	ir process and res	ults with clarity.		
1 pt - interviewe	ee describes both	organizational stra		I and tactical action	n plan with little
or no detail and	provides little resu	ults.		ull cuts 1	1 1
0 pts – interview	ree does not or car	nnot answer the o	juestion. 🗕 🛭 🚶	ORGANICATI	ons enwhed
	19 hul	(cuts 3.2	5 - Pla	on /Execute ke for us to know 0	
10) Is there anyt	hing else you wou	ıld like to add or t	hat you would lik	ce for us to know O	R do you have
any questions fo	r us? Points awar	ded only if provid	es ability to prov	ride additional miss	ing detail in
questions 2 thro	ough 9.	Exe Leader	Lough	tu means	alot
No points awa	arded for this ques	stion	1-91.	ty means	
Final Score:	_				
NOTES:					
14011.					

2 pts – interviewee is not really able to describes strength with clear detail and describes their

supporting reason with some clarity, purpose and passion.

Interviewer: (b) (6)		Interviewee:	(b) (6)	
<u>C926</u>	5/GS13 Weld School Dire	ector Interview Qu		
1) Please tell us about yourse	If, your history and your	supervisory exper	rience.	(b) (6)
**No points awarded for this				ning overall $(b) (6)i$
DGP, professional appearance	and manner, oral comm	nunication clarity a	and professional	
2) What qualities do you belie	ve a successful manager	should have?		
4 3	2	1	0	
4 pts – interviewee effectively	describes the qualities (of great manager (to them) and is	able to do so
with great detail or with an ex		-		
3 pts – interviewee describes t	·			lities
1 pt – interviewee is ineffectiv	e in describing the quali	ties.	7	10 7010
2 pts - interviewee describes to 1 pt - interviewee is ineffective opt - interviewee cannot answer sub - und	wer the question. erstand work E	N 4. RO	- Exp - Direct.	Sub
3) Please describe a specific la			e process that w	as used and the
results (i.e. on time delivery, p	ositive participant feedb	oack, ROI, etc).		
4 3	2	(1)	0	
4 pts – interviewee effectively so with great detail. (i.e. descr		= :	ss terminology a	
so with great detail. (i.e. descr	ibes POA&M, DMAIC, PI	DCA, etc).	o using formal r	(p) (e)
so with great detail. (i.e. descr	ibes POA&M, DMAIC, PI	DCA, etc).	o using formal r	(p) (e)
so with great detail. (i.e. descr	ibes POA&M, DMAIC, PI	DCA, etc).	o using formal r	(p) (e)
so with great detail. (i.e. descr	ibes POA&M, DMAIC, PI	DCA, etc).	o using formal r	(p) (e)
so with great detail. (i.e. descr	ibes POA&M, DMAIC, PI	DCA, etc).	o using formal r	process Appe Hierard 10% House grad harts / Tracking t skills / process
so with great detail. (i.e. descr	tibes POA&M, DMAIC, Portion of the processes with minimular in describing the process wer the question or has	OCA, etc). s but does not do s im effectiveness. ess. never lead a majo	r project XC	process Appe Hierard 60% Honor grad harts / Tracking t skills / process
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so with great detail. (i.e. describes the solution of the solu	tibes POA&M, DMAIC, PE describes the processes the process with minimula e in describing the process wer the question or has currently facing our work area of deficiency. 2 describes the problem of	DCA, etc). s but does not do sum effectiveness. ess. never lead a majo xforce on the wate	r project XC - CK: erfront and how	process Appe Hierard 10% Hower grad harts / Tracking t 5 kills / process the weld school Tearni
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so with great detail. (i.e. describes of the problem that is can be utilized to correct this and the problem that is can be utilized to correct this are the problem that is can be utilized to correct this and the problem that is can be utilized to correc	the process with minimular in describes the processes with minimular in describing the process wer the question or has currently facing our work area of deficiency. 2 describes the problem of the weld school (proficional) proficions were described as the problem of the weld school (proficional).	DCA, etc). In the but does not does In effectiveness. In ever lead a majout Kforce on the water Using formal proceed In the but does In	r project XC r project XC refront and how 0 ess terminology, ation) and is able weld school in c	orocess Appr Hierard Fracking Harts / Tracking PROCES the weld school Tearn understands the to do so with orrection, etc).
so with great detail. (i.e. descri 3 pts – interviewee effectively terminology. 2 pts – interviewee describes to 1 pt – interviewee is ineffectively 0 pt – interviewee cannot answ 4) Describe a problem that is of can be utilized to correct this at 4 3 4 pts – interviewee effectively boundaries and philosophy of great detail. (i.e. describes pro 3 pts – interviewee effectively terminology. interviewee describes	the process with minimular in describes the processes with minimular in describing the processes were the question or has currently facing our work area of deficiency. 2 describes the problem of the weld school (proficional problem) describes the problem of describes the problem of describes the problem of describes informally how well areas of the problem of the well school well areas of the problem of th	DCA, etc). In the body state of the second	r project XC r project XC refront and how o ess terminology, ation) and is able weld school in co o using formal pre	orocess Appr Hierard Appr Hierard Marts / Tracking Forocess the weld school Tearn understands the eto do so with orrection, etc).
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			,				
	1 pt – interview	ee is ineffective in	describing the pro	blem or cannot o	describe how the we	eld school could	
	be utilized to co						
	0 pt – interview	ee cannot answer	the question.				
				ou had to manag	e a difficult team. H	ow did you	
ſ	manage that tea	am member and th		<u>r</u>			(b) (6
,	4	3	(2)	1 1	0		(0) (0
-mentoe	ing leam Apts—interviev	vee is clearly able	to describe the spe	ecific behaviors of	f the challenging tea	ım member,	
	his/her own lead	dership behaviors	with the interaction	on, describes a lin	k between the two	and can	
	describe the res	ulting change in m	ember behavior a	nd overall effect	on the team.		
	3 pts – interview	vee describes the i	nteraction with cl	arity but does not	describe specific be	ehaviors	
	however can de	scribe a link betwe	en two and the re	sulting change in	member behavior.		
	2 pts – interview	vee describes the i	nteraction with so	me clarity but car	nnot describe a link	between his	
	•	interaction and th					
	•	ee is ineffective in	.=				
	· ·	ee cannot answer			1_		
	o pt – interview	ec cannot answer	the question of he	s not lead a team	•		
	E) This position	roquiros managina	multiple demand	challenges from	multiple senior lead	ers Describe	
	•				ific situation as a su		
				u describe a spec	inc situation as a su	pervisor where	. ,
г	you have been s	uccessful at doing	T			104.5/ Pa 105.2/	ાગ્યાન
l	4	3	2		0	105.21	
= UN	4 pts – interview				eir ability and the sit	uational results	
		nd in mind" strateg					
	3 pts – interviev	vee is able to desc	ribe with some de	tail and clarity the	eir ability and the sit	uational results	
	using a clear "er	nd in mind" strateg	gy for operating ur	ider a multiple lea	ader construct.		
	2 pts – interviev	vee is able to desc	ribe with minimal	detail and clarity	their ability and the	situational	
					tiple leader constru		
					th detail or clarity th		
	the situational r	esults using a clea	r "end in mind" st	rategy for operati	ng under a multiple	leader	
	construct.	.					
		vee really cannot o	or does not answe	r the auestion dir	ectly.		
	o pts – interviev	vec really carmor s		4	•		
	7) Dieace tell us	what your strengt	hs are and how vo	ou apply them in y	our work.		
		3	2	(1)	0		
	4	3	<u> </u>				
		de seribes stro	nath with clear de	tail and describes	their supporting re	ason with great	
			ingth with tied at	tan ana accamac		J	
	clarity, purpose	and passion.		at clear detail an	d describes their su	nnorting reason	
				iat clear detair air	d describes their su	pporting . date	
	with some clari	ty, purpose and pa	ission.				
	Follows	process	and boli	ci es			
	50P						
	Structura	2					

	supporting reaso	n with some clarit	ty, purpose and pa	assion.		
	1 pt – interviewe	e does not describ	be strengths with	any detail.		
	0 pts – interview	ee does not or car	nnot answer the q	uestion.		
	8) If I were to co	ntact your last sup	ervisor and ask w	hich area of your v	work needs the mo	ost
	improvement, w	hat will I learn?				
ſ	4	3	2	1	(0)	
اف	1 Cant an	such ques	stion/	t		
_		ee describes area		vith clear detail an	d describes their	supporting
		t clarity, purpose				
		ee describes area			ar detail and desc	ribes their
	•	n with some clarit	•			
		ee is not really abl		=	with clear detail a	nd describes
		reason with some				
		e does not describ				r is unclear in
	answer.			,		
	0 pts – interview	ee does not or car	nnot answer the q	uestion.		
			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
	9) Please discuss	a time when you	have had to take a	an organizational s	trategic vision or i	goal and
		nto a more tactical		_		=
	action plan to ex	ecute and what w	ere the results?			
1	4	ecute and what w		1	0	
		ecute and what w	ere the results?	1	0	
	4	3	2	<u> </u>		tactical action
	4 4 pts – interview	3 ee is very able to	describe both orga	anizational strateg	ic vision/goal and	
	4 4 pts – interview plan with great d	3 ee is very able to o	describe both orga	anizational strateg I results with clarit	ic vision/goal and y including clear re	esults.
	4 4 pts – interview plan with great d 3 pts – interview	3 ee is very able to	describe both orga their process and ble to describe bo	anizational strateg I results with clarit th organizational s	ic vision/goal and y including clear re trategic vision/goa	esults. al and tactical
	4 4 pts – interview plan with great of 3 pts – interview action plan with	3 ee is very able to detail and describee ee is somewhat al	describe both orga their process and ble to describe both e their process an	anizational strateg I results with clarit th organizational s d results with clar	ic vision/goal and y including clear re trategic vision/goa ity including result	esults. al and tactical ss.
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview	3 ee is very able to detail and describe ee is somewhat aldetail and describe	describe both orgate their process and ble to describe both e their both organization	anizational strateg I results with clarit th organizational s d results with clar tional strategic vis	ic vision/goal and y including clear re trategic vision/goa ity including result	esults. al and tactical ss.
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail	ee is very able to detail and describe ee is somewhat ald detail and describe ee is able to descrand describe thei	describe both orgate their process and ble to describe both organizate process and results.	anizational strateg I results with clarit th organizational s d results with clari tional strategic vis ults with clarity.	ic vision/goal and y including clear retrategic vision/goaty including resultion/goal and taction	esults. al and tactical cs. cal action plan
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe	ee is very able to detail and describe ee is somewhat aldetail and describe ee is able to descr	describe both orgate their process and ble to describe both e their process and ribe both organizational stragorganizational s	anizational strateg I results with clarit th organizational s d results with clarit tional strategic vis ults with clarity.	ic vision/goal and y including clear retrategic vision/goalty including resultion/goal and taction	esults. al and tactical ss. cal action plan plan with little
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe or no detail and	ee is very able to detail and describe detail and describe de is able to describe and describe their describes both coprovides little resu	describe both orgate their process and ble to describe both organization process and resubgraphical straults.	anizational strateg I results with clarit th organizational s d results with clarit tional strategic vis ults with clarity.	ic vision/goal and y including clear retrategic vision/goalty including resultion/goal and taction	esults. al and tactical ss. cal action plan plan with little
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	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe or no detail and 0 pts – interview	ee is very able to detail and describe ee is somewhat all detail and describe ee is able to describe and describe their edescribes both or provides little resuree does not or car	describe both organization of the control of the co	anizational strateg I results with clarit th organizational s d results with clarit tional strategic visults with clarity. ategic vision/goal at tuestion.	ic vision/goal and y including clear retrategic vision/goality including result ion/goal and taction detection action of the column of the col	esults. al and tactical cs. cal action plan plan with little
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe or no detail and 0 pts – interview 10) Is there anyt	ee is very able to detail and describe detail and describe de is able to describe and describe their describes both coprovides little resu	describe both organization of the control of the co	anizational strateg I results with clarit th organizational s d results with clarit tional strategic visults with clarity. ategic vision/goal a uestion.	ic vision/goal and y including clear retrategic vision/goality including result ion/goal and taction and tactical action lelopment ficel skills for us to know OR	esults. al and tactical is. cal action plan plan with little
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe or no detail and 0 pts – interview 10) Is there anyt	ee is very able to detail and describe ee is somewhat all detail and describe ee is able to describe and describe both corovides little resure does not or carhing else you wour us? Points aware	describe both organization of the control of the co	anizational strateg I results with clarit th organizational s d results with clarit tional strategic vis ults with clarity. ategic vision/goal a uestion.	ic vision/goal and y including clear retrategic vision/goal ity including result ion/goal and taction and tactical action le opmewhere a least of the color of th	esults. al and tactical is. cal action plan plan with little
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe or no detail and 0 pts – interview 10) Is there anyt any questions fo questions 2 thro	ee is very able to detail and describe ee is somewhat all detail and describe ee is able to describe and describe both corovides little resure does not or carhing else you wour us? Points aware	describe both organization of their process and results. In the to describe both organization of the total organization of the total organization of the total organization of the total or the ded only if provides the total or the ded only if provides the total organization of the total or the ded only if provides the total or the total organization of the total organization organization of the total organization of the total organization orga	anizational strategor results with clarit th organizational strategic visults with clarity. In the strategic visual strategic vision/goal and strate	ic vision/goal and y including clear retrategic vision/goal ity including result ion/goal and taction and tactical action belopment find tactical action for us to know OR additional missing a 26	esults. al and tactical is. cal action plan plan with little
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe or no detail and 0 pts – interview 10) Is there anyt any questions fo questions 2 thro	ee is very able to detail and describe ee is somewhat ald detail and describe ee is able to describe their end describes both or provides little resure does not or carbing else you wour us? Points awardugh 9.	describe both organization of their process and results. In the to describe both organization of the total organization of the total organization of the total organization of the total or the ded only if provides the total or the ded only if provides the total organization of the total or the ded only if provides the total or the total organization of the total organization organization of the total organization of the total organization orga	anizational strategor results with clarit th organizational strategic visults with clarity. In the strategic visual strategic vision/goal and strate	ic vision/goal and y including clear retrategic vision/goal ity including result ion/goal and taction and tactical action belopment find tactical action for us to know OR additional missing a 26	esults. al and tactical is. cal action plan plan with little
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe or no detail and 0 pts – interview 10) Is there anyt any questions fo questions 2 thro	ee is very able to detail and describe ee is somewhat ald detail and describe ee is able to describe their end describes both or provides little resure does not or carbing else you wour us? Points awardugh 9.	describe both organization of their process and results. In the to describe both organization of the total organization of the total organization of the total organization of the total or the ded only if provides the total or the ded only if provides the total organization of the total or the ded only if provides the total or the total organization of the total organization organization of the total organization of the total organization orga	anizational strategor results with clarit th organizational strategic visults with clarity. In the strategic visual strategic vision/goal and strate	ic vision/goal and y including clear retrategic vision/goal ity including result ion/goal and taction and tactical action belopment find tactical action for us to know OR additional missing a 26	esults. al and tactical is. cal action plan plan with little
	4 4 pts – interview plan with great of 3 pts – interview action plan with 2 pts – interview with some detail 1 pt – interviewe or no detail and 0 pts – interview 10) Is there anyt any questions fo questions 2 thro **No points awa	ee is very able to detail and describe ee is somewhat ald detail and describe ee is able to describe their end describes both or provides little resure does not or carbing else you wour us? Points awardugh 9.	describe both organization of their process and results. In the to describe both organization of the total organization of the total organization of the total organization of the total or the ded only if provides the total or the ded only if provides the total organization of the total or the ded only if provides the total or the total organization of the total organization organization of the total organization of the total organization orga	anizational strateg I results with clarit th organizational s d results with clarit tional strategic vis ults with clarity. ategic vision/goal a uestion.	ic vision/goal and y including clear retrategic vision/goal ity including result ion/goal and taction and tactical action belopment find tactical action for us to know OR additional missing a 26	esults. al and tactical is. cal action plan plan with little
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2 pts – interviewee is not really able to describes strength with clear detail and describes their

	A B	C	D	E	F	G	Н	1	J	K	L	M
1	Name	1	2	Sub Total A:	3	4	5	Sub Total B;	6	7	Total	8
		Training Experience	Welder Experience	Sub Total (1:2) *2	People Skills/Leadership	Briefing Skills	Adult Ed & Training	Sub Total (3:5) *3	Performance Rtgs	Awds	Resume Total	Intervier Score
3											E+I+(6:7)	
4	All	5	3.5	17	3	1.5	3	22.5	3	5	47.5	23.5
5	Exemptions	5	5	20	3	0	3	18	3	5	46	25
6	below are	5	3	16	3	2	3	24	3	5	48	27
7		5	3	16	3	2	3	24	3	5	48	22
8	Exempted	5	3	16	3	2	3	24	3	5	48	20
9	under	5	5	20	2.5	0.5	2.25	15.75	3	4	42.75	13.75
LO	5 U.S.C. 552	5	5	20	3	0	2	15	3	4	42	14
1	(b) (6)	5	5	20	1	1	2	12	3	5	40	9
12	(= / (= /	5	5	20	3	0	2	15	3	4	42	16
13		5	5	20	3	1	3	21	3	3	47	16
L4 L5		3	5	16	2.5	1.5	2.25	18.75	1.5	3.25	39.5	18.5
		4	5	18	3	0	2	15	3	3	39	20
6		1	5	12	2	2	2	18	0	5	35	19
7		3	5	16	3	2	2	21	3	3	43	18
8		4	5	18	2	2	3	21	0	2	41	17
.9		1.5	5	13	2	0.5	2.5	15	2.25	5	35.25	12.5
0		1	5	12	1	0	3	12	*3	5	32	10
1		0	5	10	2	0	2	12	0	5	27	12
2	1	3	5	16	3	0	2	15	3	5	39	17
3		2	5	14	2	2	3	21	3	5	43	- 11
4 5 6		0.75	4.75	- 11	2	1_	2	15	0	3	29	
5		1	5	12	2	0	2	12	0	5	29	
6		0	5	10	2	1	2	15	0	5	30	
7		1	5	12	2	1	1	12	0	1	25	
8		1	4	10	2	2	3	21	0	1	32	
9		0.75	5	11.5	1.5	1	2.25	14.25	0.25	2	28	
0		0	5	10	1	1	2	12	0	0	22	
1		0	5	10	1	1	2	12	0	4	26	
2		1	5	12	2	1	2	15	0	1	28	
3	1	2	5	14	2	1	3	18	1	3	36	
4		0.25	5	10.5	2	0.25	1.75	12	2.5	0.25	25.25	
5	- 1	0	5	10	2	0	2	12	3	0	25	
6	1	0	5	10	2	0	2	12	3	1	26	
7	1	0	5	10	2	0	2	12	3	0	25	
8			5	12	2	1	1	12	i	0	25	